MANSOURGAVIN LPA

KATIE E. TINNEL

My top priority is providing excellent legal representation with first-rate client service and efficiency.

ktinnel@mggmlpa.com



Katie Tinnel (née Epperson) focuses her practice on civil litigation, insurance defense, and labor and employment law. She has a proven track record of successfully defending clients in various courts throughout Ohio including the Northern and Southern Federal District Courts of Ohio, the Court of Appeals, county courts throughout Ohio, the Ohio Civil Rights Commission, and the Equal Employment Opportunity Commission.

Katie has investigated claims of harassment, wrongful termination, discrimination, and retaliation on behalf of employers and takes great pride in her solutions-oriented approach. She represents large retailers in Ohio in a wide range of issues including Ohio Civil Rights Commission investigations and premises liability matters.

Katie employs a strategic approach in litigating claims on behalf of correctional facilities, particularly in U.S.C. 1983 actions. She utilizes a dynamic approach that ensures fairness for offenders while achieving optimal outcomes for her clients. Katie's experience encompasses handling a wide range of litigation matters for the private prison system, including appeals up to the Ohio Supreme Court.

Ms. Tinnel serves on the Cleveland Society for Human Resource Management (CSHRM) Board of Directors as the Legal and Compliance Chair. In this role, she keeps members informed of key changes in employment law and employee relations regulations, hosting a variety of CLE programming for HR professionals, and monitoring legislative developments that impact the HR community.

Katie was selected for the Cleveland Metropolitan Bar Association 2024-25 Leadership Academy, a highly regarded and selective program offering leadership and professional development programming. The program features leadership assessments, coaching, and opportunities for community engagement with legal and civic leaders. Katie contributed to Cleveland-Marshall's School of Law's "Day of Giving" by participating in fundraising efforts for scholarships for deserving law students. During her time in law school, she was a member of an award-winning moot court team. Additionally, Katie completed an externship with the United States Attorney's office, further enriching her legal experience.

Prior to joining Mansour Gavin, Katie gained valuable experience at an employment law firm where in addition to investigating employment discrimination allegations, she

Practice Areas

Litigation

Labor and Employment

Education

J.D., Cleveland State University, Cleveland-Marshall College of Law

B.A., The Ohio State University

Involvement

Cleveland SHRM Board of Directors, Legal and Compliance Chair

Cleveland Metropolitan Bar Association 2024-25 Leadership Academy

Recognized by Best Lawyers: Ones to Watch® in America

Cleveland-Marshall College of Law, First Generation Law Student Mentor

Cleveland-Marshall Moot Court, Fundraising (2018, 2019)

International Women's Day, Fundraising (2018, 2019)



provided guidance to managers, senior executives, and clients on effective management practices to optimize defense strategies to ensure workplace compliance.

Katie holds a J.D. from Cleveland-Marshall College of Law and is admitted to the Ohio State Bar as well as the United States District Court for both the Northern and Southern Districts of Ohio.

In the News

Tinnel Presents CSHRM Webinar “HR’s Most Expensive Mistake: How to Keep AI from Costing You Money”

Katie Tinnel Recognized in 2027 *Best Lawyers: Ones to Watch® in America*

Katie Tinnel Recognized in 2026 *Best Lawyers: Ones to Watch® in America*

Katie Epperson Appointed to Cleveland SHRM Board of Directors

Katie Epperson Selected for 2024-25 CMBA Leadership Academy

Katie Tinnel Recognized in 2025 *Best Lawyers: Ones to Watch® in America*

Attorney Spotlight with Katie Tinnel

Mansour Gavin Welcomes Tinnel as Associate

Publications

Employers: Are Your Severance Agreements in Compliance?

NLRB vs. Miller Plastics: The Unintended Consequences of an Overreaching Decision

Ohio’s New Paystub Protection Act: What Employers Need to Know